2025

Spring Seminar

May 1 & 2, 2025

**“Generational Leadership: working across generations for success: Interviewing, Managing and Recruiting”**

**This seminar is *designed for all state, county and local governments* and will be of interest to all involved in the hiring/recruitment and retention processes and/or interviewing individuals, cutting across the five generations we now deal with daily in our jobs**

*Instructor*

Christopher Campbell

Pinnacle Era Consultants



Presented by: The Ohio Association of Polygraph Examiners

Registration

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**Lodging and Meals**

**Not Included**

Seminar Dates are

May 1 and 2, 2025



Seminar Held At:

Ohio Peace Officer Training Academy/Bureau of Criminal Investigations

Richfield Campus

4055 Highlander Parkway **Richfield**, **OH** 44286

# Overview of generations

This section will give an overview of Generations dating back to the “Silent Generation” and moving through to the newest generation, Generation Alpha.

## Generational Overviews

* Discussion of Generations as a whole.
* Breakdown of the functionality of each generation.
* Discussion of why the shift between generations occurred.

# Management and Recruitment

This section will give an overview of management and recruitment techniques in the area of law enforcement and other public service agencies.

## Historical vs. New Versions of Leadership

* Ideas of leadership and the appropriate connections to the generations.
* Focus on Recruitment & Retention Ideas used by private companies.
* Conversion of Recruitment & Retention Ideas and application into public sector
* Information associated with leadership tactics specifically designed for lower-level management
* Conversation techniques when managing younger generations.
* Prioritization of why new techniques produce better productivity in younger generations.

# Interviewing Techniques

* Ideas for interviewing skills surrounding pre-employment.
* Ideas for interviewing techniques when confronting younger generations.

This class will also break down all the generations in the workforce and describe how each generation differs. This class will help new and experienced employees understand one another and produce quality relationships in the workplace based on understanding one another. This class will also allow each generation to understand themselves and help them grow in the workforce on a personal level.

This class stems from research in the area of Y/Z Generations. Chris has interviewed and compiled data from thousands of individuals within these generations. During this research, Chris discovered that, while there are substantial differences between the generations, understanding each other can benefit today's workforce.

**Instructor**

Chris Campbell has been in law enforcement since 2005 and has investigated cold cases, sexual assaults, homicides, and other significant crimes.  In 2010, Chris joined the North Carolina State Bureau of Investigation (NCSBI) and has been a polygraph operator since 2012, conducting criminal and pre-employment testing.  Chris worked within the Computer Crimes Unit and Behavioral Threat Unit.  In 2017, Chris reconstructed the NCSBI Interrogation Academy and implemented psychological interviewing based on different generations.  Chris is currently a lead instructor for the NCSBI Academy Interrogation School and is the president of the North Carolina Polygraph Association (NCPA).  Chris holds a master’s degree in forensic psychology and a Doctorate in criminal justice focused on Generational Understanding.  Chris has presented internationally and assists local, state, and federal agencies with recruitment and retention.

**Seminar Schedule**

**Day One: Thursday, May 1st**

Registration: 8:00 AM – 9:00 AM

Class: 9:00 AM – 4:00 PM

**Day Two: Friday, May 2nd**

Class: 8:00 AM – 12:00 PM

Contact: Joran Cottom

(440) 409-9022

[oapevicepresident@gmail.com](mailto:kbutler@akronohio.gov)

Mail/email Registrations to:

Trooper Joran Cottom

5225 W. 140th Street

Brookpark, OH 44142

*Please register no later than*

*April 16, 2025*

**Hotel Accommodations**

\*REFER to Group Name: OAP

**$99.00 + Tax**

**Holiday Inn Express**

**(breakfast provided)**

**5171 Brecksville RD**

**Richfield, OH 44286**

**(330) 523-5000**